

SECRET

31 May 1984

25X1

MEMORANDUM FOR: [REDACTED]  
COMO/PERS

25X1

FROM: [REDACTED]  
C/HRPS

SUBJECT: Attrition Projection: FY 1985 - FY 1989

1. In response to your request HRPS has projected attrition for the COMO sub-panels D, E, N, O, and S. To make an accurate 5-year projection, HRPS has extracted historical data on the sub-panels from the personnel database. Our analysis of this data and our projections are detailed in the following paragraphs.

2. Losses to the sub-panels can be accounted for in two ways, separations and reassignments. The historical data showed that the majority of separations from panels D, O, and S are retirements. With the aid of a computer model we have taken the current age distribution and projected it for the next five years. According to our projections, we would expect the population in the age group 50-55 to increase over 50 percent within the next five years. The increase in this age category is also reflected in the number of employees eligible to retire. Each year the number of eligibles increases by over 10 percent.

3. Our review of past history showed that the losses incurred by panel E were due to a large number of reassignments. We have assumed that these losses are employees being transferred to panel O since it has a net gain in reassignments. Losses from panel N would appear to be primarily due to separations. Of the five panels in this study, panel N had the highest separation rate, almost 5 percent. Panel N also has a large number of losses due to reassignments.

4. Attached is a table indicating our projected requirements for each panel. The additions column represents the increase in ceiling for the fiscal year. If you have any questions or concerns please contact myself or [REDACTED]

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Attachment

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OP/HRPS [REDACTED] (31May1984)

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FTE Projection - Office of COMMO

FROM:

HRPS

EXTENSION

NO

5N04

DATE

12 June 1984

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1.

C/HRPS

5N04

2.

3.

DE/PA&amp;E

5N19

4.

5.

C/COMMO PERS

3B-14

6.

7.

3B-14

8.

9.

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11.

12.

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14.

15.

7. Attached are the OC FTE projections through the month of Jan. We have reflected an on-  
 -way ceiling increase [ ] as  
 used in the ADDA memo dated  
 5 May. In addition, we have